

Curriculum Vitae



Associate Professor Justina Tan

Associate Vice President

Strategic Partnership and Engagement (SPE)

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Education Qualifications

2012	Doctor of Education (EdD), Institute of Education, University College London
2012	Doctor of Education (EdD), National Institute of Education, Nanyang Technological University
2005	Master of Arts (MA), Teachers College, Columbia University
1999	Postgraduate Diploma in Education (Credit), National Institute of Education, Nanyang Technological University
1998	Bachelor of Communication Studies (Hons), Nanyang Technological University, Wee Kim Wee School of Communication

Academic and Professional Experience

2023 May – Present	Associate Professor Associate Vice President, Strategic Partnership and Engagement
2022 - 2023 May	Associate Professor Director, Learning and Professional Development Division (LPDD)
2022 - 2023	Senior Lecturer Director, Learning and Professional Development Division (LPDD)
2020 – 2023 May	Director, Centre for Workplace Learning and Performance (CWLP)
2019 - 2020	Assistant Director

Memberships and Professional Activities

2023 - Present	School Advisory Committee Member, Townsville Primary School
2016 - 2022	School Advisory Committee Member, Orchid Park Secondary School
2016 - Present	Tuition Programme Advisory Committee Member, Singapore Cancer Society

Consultancy and Executive Experience

2022 - 2023	TTSH, CHI (Centre for Healthcare Innovation)
2022 - 2023	Viriya Community Services
2022	Agape Little University
2021 - 2022	Singapore Flying College
2021 - Present	Singapore Airlines
2021 - Present	National University of Health Systems (NUHS)
2021 - Present	SingHealth Community Hospital (Best International Social Prescribing Scheme Award at the Social Prescribing Network Awards 2021)
2021	Kwong Wai Shiu Hospital
2020 - 2021	Deloitte https://www.straitstimes.com/business/reimagining-upskilling-empowering-employees-to-drive-innovation
2018	KK Women's and Children Hospital (Award Nominee for Golden Apple Award)
2008 - 2016	Teacher Education (US, China, South-East Asia)
2008 - 2009	Ministry of Education, Bahrain

Research Interests

- Employee-driven innovation, mentoring and coaching, workplace learning

Selected Publications

- Tan, J. & Lee, W.O. (Eds.) (In Publication, 2023). *'Making Employee-Driven Innovation Achievable: Approaches and Practices for Workplace Training'*. Routledge.
- Tan, J. (2022). Employee-Driven Innovation in Medium-Sized Enterprises: The Singapore Insights. In *Springer International Handbooks of Education. Third International Handbook of Lifelong Learning*. Springer.
- Lee, W.O. & Tan, J. (2022). Developing a Qualification Eco-System for Adult Learners. In *Springer International Handbooks of Education. Third International Handbook of Lifelong Learning*. Springer.
- Tan, J. & Sim, J. (2021). Driving Employee-Driven Innovation Through Workplace Learning: The Story of Singapore SMEs. *Hungarian Educational Research Journal*
- Tan, J. (2015). *Examining the Socialisation of New Teachers Through the Lenses of Positioning Theory and Micropolitical Theory*. *The Asia-Pacific Education Researcher*, 24(1), 177-188.
- Tan, J. (2014). *Exploring Mentoring Experience Through Positioning Theory Lens*. *International Journal of Mentoring and Coaching in Education*, 2(2), 122-136.
- Tan, J. (2012). Second Career Teachers: Perceptions of Self-Efficacy in the First Year of Teaching. *New Horizons of Education*, 60(2), 21-35.

Goh, K. C., Wong, A. F. L., Choy, D., & Tan, J. P. I. (2009). Confidence levels after practicum experiences of student teachers in Singapore: An exploratory study. *KEDI Journal of Educational Policy*, 6(2), 121-140.

Chan, K.W., Tan, J. & Khoo, A. (2007). Pre-service teachers' conceptions about teaching and learning: A closer look in Singapore culture context. *Asia-Pacific Journal of Teacher Education*, 35(2), 181-195.

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